

### Domain #1: Analytic Assessment Skills

Specific Competencies	Front Line Staff	Senior Level Staff	Supervisory and Management Staff
1. Defines a problem	Knowledgeable to proficient	Proficient	Proficient
2. Determines appropriate uses and limitations of both quantitative and qualitative data	Aware to knowledgeable	Proficient	Proficient
3. Selects and defines variables relevant to defined public health problems	Aware to knowledgeable	Proficient	Proficient
4. Identifies relevant and appropriate data and information sources	Knowledgeable	Proficient	Proficient
5. Evaluates the integrity and comparability of data and identifies gaps in data sources	Aware	Proficient	Proficient
6. Applies ethical principles to the collection, maintenance, use, and dissemination of data and information	Knowledgeable to proficient	Proficient	Proficient
7. Partners with communities to attach meaning to collected quantitative and qualitative data	Aware to knowledgeable	Proficient	Proficient
8. Makes relevant inferences from quantitative and qualitative data	Aware to knowledgeable	Proficient	Proficient
9. Obtains and interprets information regarding risks and benefits to the community	Aware to knowledgeable	Proficient	Proficient
10. Applies data collection processes, information technology applications, and computer systems storage/retrieval strategies	Aware to knowledgeable	Knowledgeable to proficient	Knowledgeable to proficient
11. Recognizes how the data illuminates ethical, political, scientific, economic, and overall public health issues	Aware	Knowledgeable to proficient	Proficient

**Domain #2: Policy Development/Program Planning Skills**

<b>Specific Competencies</b>	<b>Front Line Staff</b>	<b>Senior Level Staff</b>	<b>Supervisory and Management Staff</b>
1. Collects, summarizes, and interprets information relevant to an issue	Knowledgeable	Proficient	Proficient
2. States policy options and writes clear and concise policy statements	Aware	Knowledgeable to proficient	Proficient
3. Identifies, interprets, and implements public health laws, regulations, and policies related to specific programs	Aware	Knowledgeable to proficient	Proficient
4. Articulates the health, fiscal, administrative, legal, social, and political implications of each policy option	Aware	Knowledgeable	Proficient
5. States the feasibility and expected outcomes of each policy option	Aware	Knowledgeable	Proficient
6. Utilizes current techniques in decision analysis and health planning	Aware	Knowledgeable to proficient	Proficient
7. Decides on the appropriate course of action	Aware	Knowledgeable to proficient	Proficient
8. Develops a plan to implement policy, including goals, outcome and process objectives, and implementation steps	Aware	Knowledgeable to proficient	Proficient
9. Translates policy into organizational plans, structures, and programs	Aware	Knowledgeable to proficient	Proficient
10. Prepares and implements emergency response plans	Aware to knowledgeable	Knowledgeable to proficient	Proficient
11. Develops mechanisms to monitor and evaluate programs for their effectiveness and quality	Aware to knowledgeable	Proficient	Proficient

**Domain #3: Communication Skills**

<b>Specific Competencies</b>	<b>Front Line Staff</b>	<b>Senior Level Staff</b>	<b>Supervisory and Management Staff</b>
1. Communicates effectively both in writing and orally, or in other ways	Proficient	Proficient	Proficient
2. Solicits input from individuals and organizations	Knowledgeable to proficient	Proficient	Proficient
3. Advocates for public health programs and resources	Knowledgeable	Proficient	Proficient
4. Leads and participates in groups to address specific issues	Knowledgeable	Proficient	Proficient
5. Uses the media, advanced technologies, and community networks to communicate information	Aware to knowledgeable	Proficient	Proficient
6. Effectively presents accurate demographic, statistical, programmatic, and scientific information for professional and lay audiences	Knowledgeable	Proficient	Proficient
<b>Attitudes</b>			
1. Listens to others in an unbiased manner, respects points of view of others, and promotes the expression of diverse opinions and perspectives	Proficient	Proficient	Proficient

### Domain #4: Cultural Competency Skills

Specific Competencies	Front Line Staff	Senior Level Staff	Supervisory and Management Staff
1. Utilizes appropriate methods for interacting sensitively, effectively, and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic and professional backgrounds, and persons of all ages and lifestyle preferences	Proficient	Proficient	Proficient
2. Identifies the role of cultural, social, and behavioral factors in determining the delivery of public health services	Knowledgeable	Proficient	Proficient
3. Develops and adapts approaches to problems that take into account cultural differences	Proficient	Proficient	Proficient
<b>Attitudes</b>			
1. Understands the dynamic forces contributing to cultural diversity	Knowledgeable	Knowledgeable to proficient	Proficient
2. Understands the importance of a diverse public health workforce	Knowledgeable	Proficient	Proficient

**Domain #5: Community Dimensions of Practice Skills**

<b>Specific Competencies</b>	<b>Front Line Staff</b>	<b>Senior Level Staff</b>	<b>Supervisory and Management Staff</b>
1. Establishes and maintains linkages with key stakeholders	Knowledgeable	Proficient	Proficient
2. Utilizes leadership, team building, negotiation, and conflict resolution skills to build community partnerships	Aware to proficient	Proficient	Proficient
3. Collaborates with community partners to promote the health of the population	Knowledgeable to proficient	Proficient	Proficient
4. Identifies how public and private organizations operate within a community	Knowledgeable	Proficient	Proficient
5. Accomplishes effective community engagements	Aware to knowledgeable	Proficient	Proficient
6. Identifies community assets and available resources	Knowledgeable to proficient	Proficient	Proficient
7. Develops, implements, and evaluates a community public health assessment	Knowledgeable	Proficient	Proficient
8. Describes the role of government in the delivery of community health services	Knowledgeable	Proficient	Proficient

**Domain #6: Basic Public Health Sciences Skills**

<b>Specific Competencies</b>	<b>Front Line Staff</b>	<b>Senior Level Staff</b>	<b>Supervisory and Management Staff</b>
1. Identifies the individual's and organization's responsibilities within the context of the Essential Public Health Services and core functions	Knowledgeable	Proficient	Proficient
2. Defines, assesses, and understands the health status of populations, determinants of health and illness, factors contributing to health promotion and disease prevention, and factors influencing the use of health services	Knowledgeable	Proficient	Proficient
3. Understands the historical development, structure, and interaction of public health and health care systems	Aware	Knowledgeable	Proficient
4. Identifies and applies basic research methods used in public health	Aware	Proficient	Proficient
5. Applies the basic public health sciences including behavioral and social sciences, biostatistics, epidemiology, environmental public health, and prevention of chronic and infectious diseases and injuries	Knowledgeable	Proficient	Proficient
6. Identifies and retrieves current relevant scientific evidence	Knowledgeable	Proficient	Proficient
7. Identifies the limitations of research and the importance of observations and interrelationships	Knowledgeable	Proficient	Proficient
<b>Attitudes</b>			
1. Develops a lifelong commitment to rigorous critical thinking	Knowledgeable to Proficient	Proficient	Proficient

**Domain #7: Financial Planning and Management Skills**

<b>Specific Competencies</b>	<b>Front Line Staff</b>	<b>Senior Level Staff</b>	<b>Supervisory and Management Staff</b>
1. Develops and presents a budget	Aware	Knowledgeable	Proficient
2. Manages programs within budget constraints	Aware	Knowledgeable to proficient	Proficient
3. Applies budget processes	Aware	Knowledgeable	Proficient
4. Develops strategies for determining budget priorities	Aware	Knowledgeable	Proficient
5. Monitors program performance	Aware to knowledgeable	Proficient	Proficient
6. Prepares proposals for funding from external sources	Aware	Proficient	Proficient
7. Applies basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts	Aware to knowledgeable	Proficient	Proficient
8. Manages information systems for collection, retrieval, and use of data for decision-making	Aware	Knowledgeable to proficient	Proficient
9. Negotiates and develops contracts and other documents for the provision of population-based services	Aware	Knowledgeable	Proficient
10. Conducts cost-effectiveness, cost-benefit, and cost utility analyses	Aware	Knowledgeable	Proficient

**Domain #8: Leadership and Systems Thinking Skills**

<b>Specific Competencies</b>	<b>Front Line Staff</b>	<b>Senior Level Staff</b>	<b>Supervisory and Management Staff</b>
1. Creates a culture of ethical standards within organizations and communities	Knowledgeable to proficient	Proficient	Proficient
2. Helps create key values and shared vision and uses these principles to guide action	Aware to knowledgeable	Knowledgeable to proficient	Proficient
3. Identifies internal and external issues that may impact delivery of essential public health services (i.e. strategic planning)	Aware	Knowledgeable to proficient	Proficient
4. Facilitates collaboration with internal and external groups to ensure participation of key stakeholders	Aware	Knowledgeable to proficient	Proficient
5. Promotes team and organizational learning	Knowledgeable	Knowledgeable to proficient	Proficient
6. Contributes to development, implementation, and monitoring of organizational performance standards	Aware to knowledgeable	Knowledgeable to proficient	Proficient
7. Uses the legal and political system to effect change	Aware	Knowledgeable	Proficient
8. Applies theory of organizational structures to professional practice	Aware	Knowledgeable	Proficient